



ACQUISITION JOB STRUCTURE IMPLEMENTATION:

Description:

Large company acquired medium sized company to augment their product offering. As a part of the HR integration team, led the project to map employees into the large company's established job structure which was tied to compensation structure and performance measurements.

Scope:

- Prepared and conducted Executive team to review process, job structure and timeline
- Job Structure included Job Function, Level and Title
- Conducted meetings with managers and supervisors at all levels to understand roles and responsibilities of each employee job and then map their employees correctly.
- Provided communication toolkit for managers/supervisors to use when speaking to their employees

Summary:

The project spanned 3 sites, 2 of which were international, and concluded in a 1.5-month time-frame. Notably, the UK site(the highest employee count), in 2.5 days, due to effective processes and time allocation.

As part of our strategy, we intentionally involved the acquired company, instilling a culture of collaboration. Clear job titles tied to compensation and performance measurements enhanced transparency and alleviated employee anxiety. The approach enabled employees to stay focused on their roles, resulting in improved retention and minimal business disruption.